

Recruiting Issues in a National Security Organization



Briefer: Mary B.
Scott



The Overall Classification of this Briefing is

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Outline

- **NGIC Mission, Organization**
- **Finding the Right Expertise**
- **Clearance Issues**
- **Conclusions**



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NGIC Mission Statement

Produce and disseminate all-source integrated intelligence on foreign ground forces and supporting combat technologies to ensure that U.S. forces have a decisive edge on any battlefield

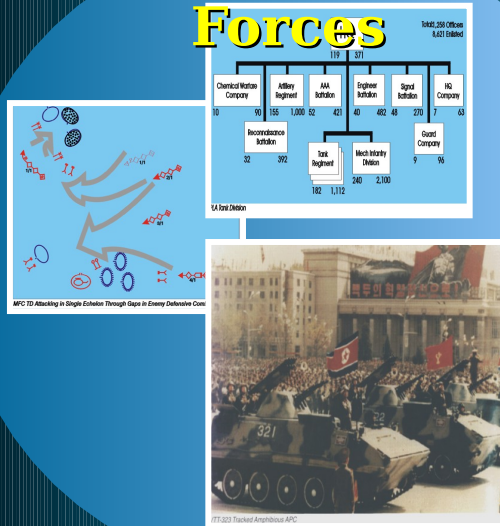
“Intelligence Today for Tomorrow’s Fight”

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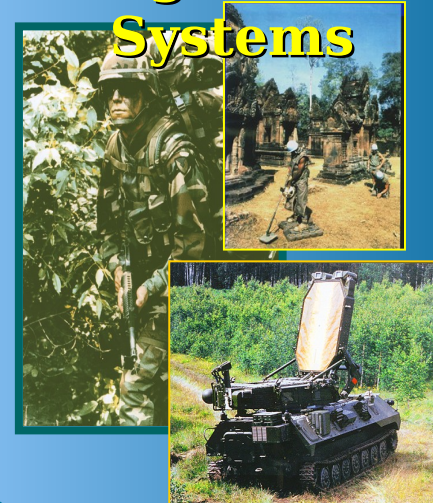
Competencies

All-source analysis of:

Foreign Ground Forces



Foreign Ground Systems



- How foreign ground forces organize, equip, train and operate
- Analysis of past & current patterns, prediction of future capabilities

- In-depth analysis of current and projected foreign ground force materiel
- Technology forecasts for force modernization programs
- Assessments of integrated battlefield operating systems

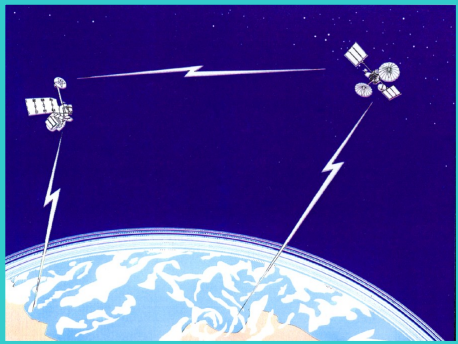
All-source analysis of:

Foreign Ground Forces

- How foreign ground forces organize, equip, train and operate
- Analysis of past & current patterns, prediction of future capabilities
- Imagery mensuration of foreign ground systems
- GIS special systems analysis

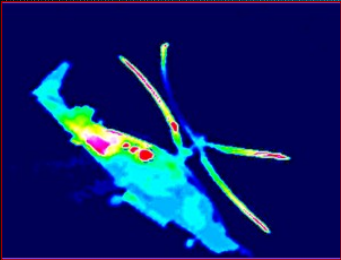
Foreign Ground Systems

- In-depth analysis of current and projected foreign ground force materiel
- Technology forecasts for force modernization programs
- Assessments of integrated battlefield operating systems
- S&TI assessments of chemical programs



Collection Requirements Management

Imagery Exploitation



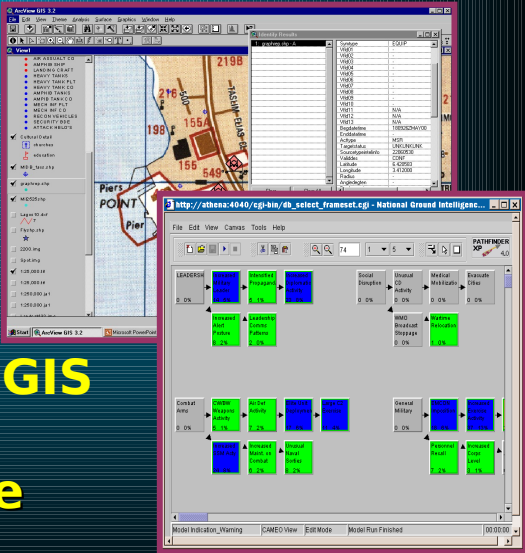
Measurements & Signatures



Foreign Materiel Acquisition & Exploitation



Chemical Warfare Assessments



GIS

Intelligence Tool



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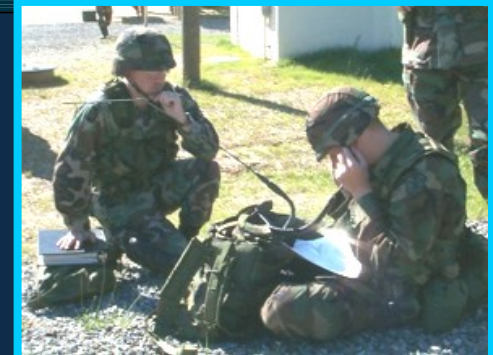


Customers

**Operational
Forces**



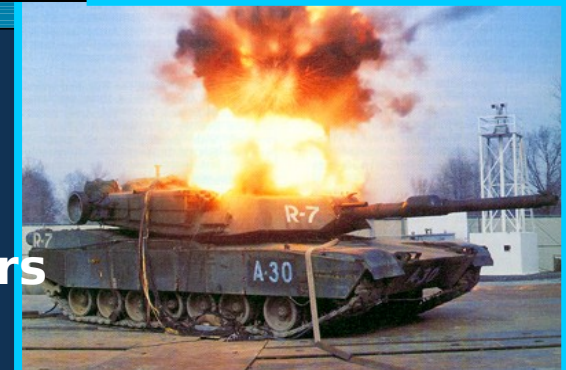
**34%
Warfighters**



**Force Modernization
Force Development**



**46%
Force
Developers**



**DA / DoD and
National Decision Makers**



**20%
Policymakers**



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Afghanistan / UBL

Intelligence



Fire Support

Combat Service Support



Maneuver

**Mobility/
Countermobility
Survivability**



Air Defense



**Command &
Control**

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Americas



FARC Column in Movement

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NGIC SUPPORT TO THE WARFIGHTER

CPT Now



GPS
Jammers

Low
Observables

CPT Schwarzkopf



GEN Schwarzkopf



2000

2013

Penkovsky
Papers

NGIC Begins
ERA Exploitation

Soviets
Field 1st
Gen ERA

TOW-2A

DESERT
STORM

NGIC Assesses
2nd and 3rd Gen ERA

1963

1984

1987

1988

1991

2000

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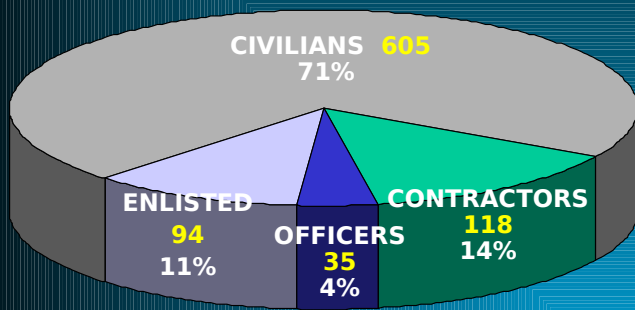


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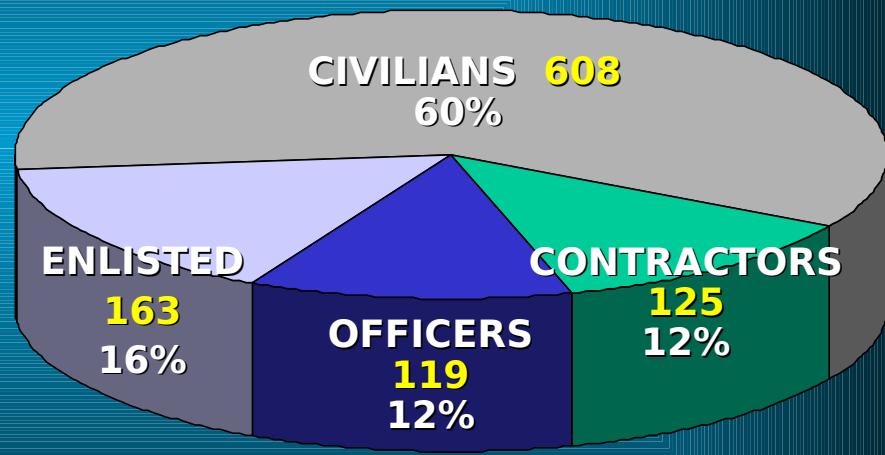
Who We Are... (Since 9-11)

PRE 11 SEP



TOTAL = 852

CURRENT



TOTAL = 1015

Including 142 mobilized USAR soldiers

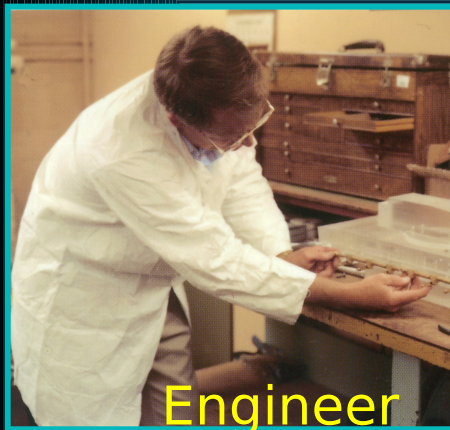
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NGIC People



Engineer



Computer Specialist



Resource Manager



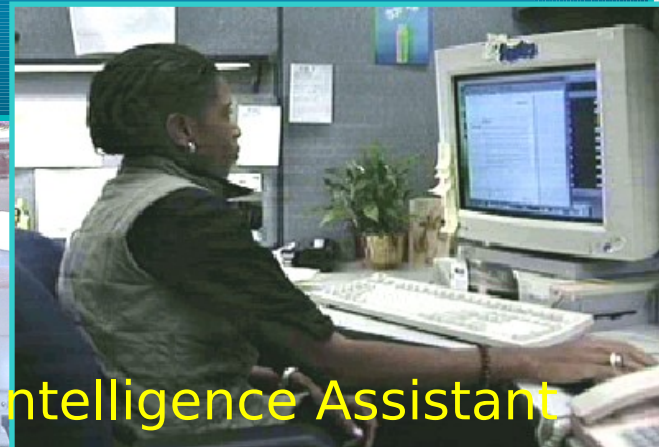
Information Specialist



ELINT Analyst



Police Officers



Intelligence Assistant



Regional Analysts

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Additional Manpower

USAR Military Intelligence Detachments (MIDs)



- 16 detachments
- 9 soldiers each (authorized)
- Habitual relationship with production divisions
- Productivity through connect
- 28 man years production /yr

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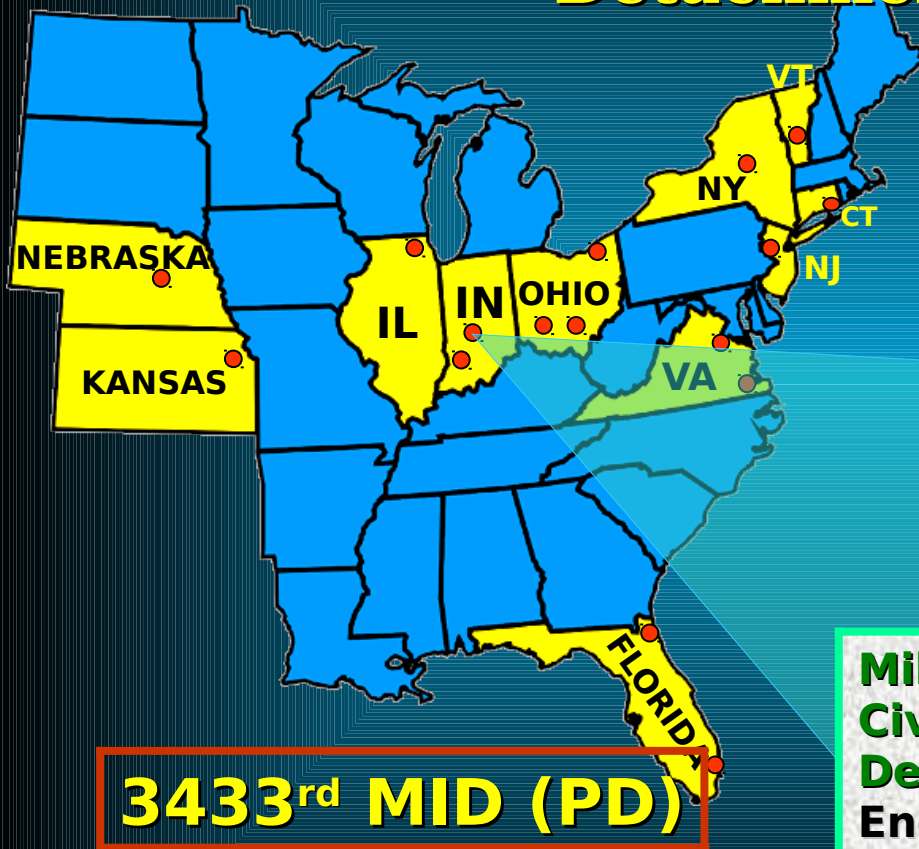


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Additional Manpower

USAR Military Intelligence Detachments (MIDs)



Military: 1LT Mark Query

Civilian: Mr. Mark Query

Degree: BS Chemical Engineering

Hometown: Plainfield, Indiana

Employer: Eli Lilly & Co.

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Additional Manpower

University Expert Program

Calendar Year 2002 Program



Dr. George Matthews
Aeronautical Engineer
UVa

- Nine experts from UVA, VMI, Georgetown
- Expertise:
 - Modeling and Simulation on Helicopters & Radar Directed Gun Systems
 - Nuclear weapons effects
 - Info technology

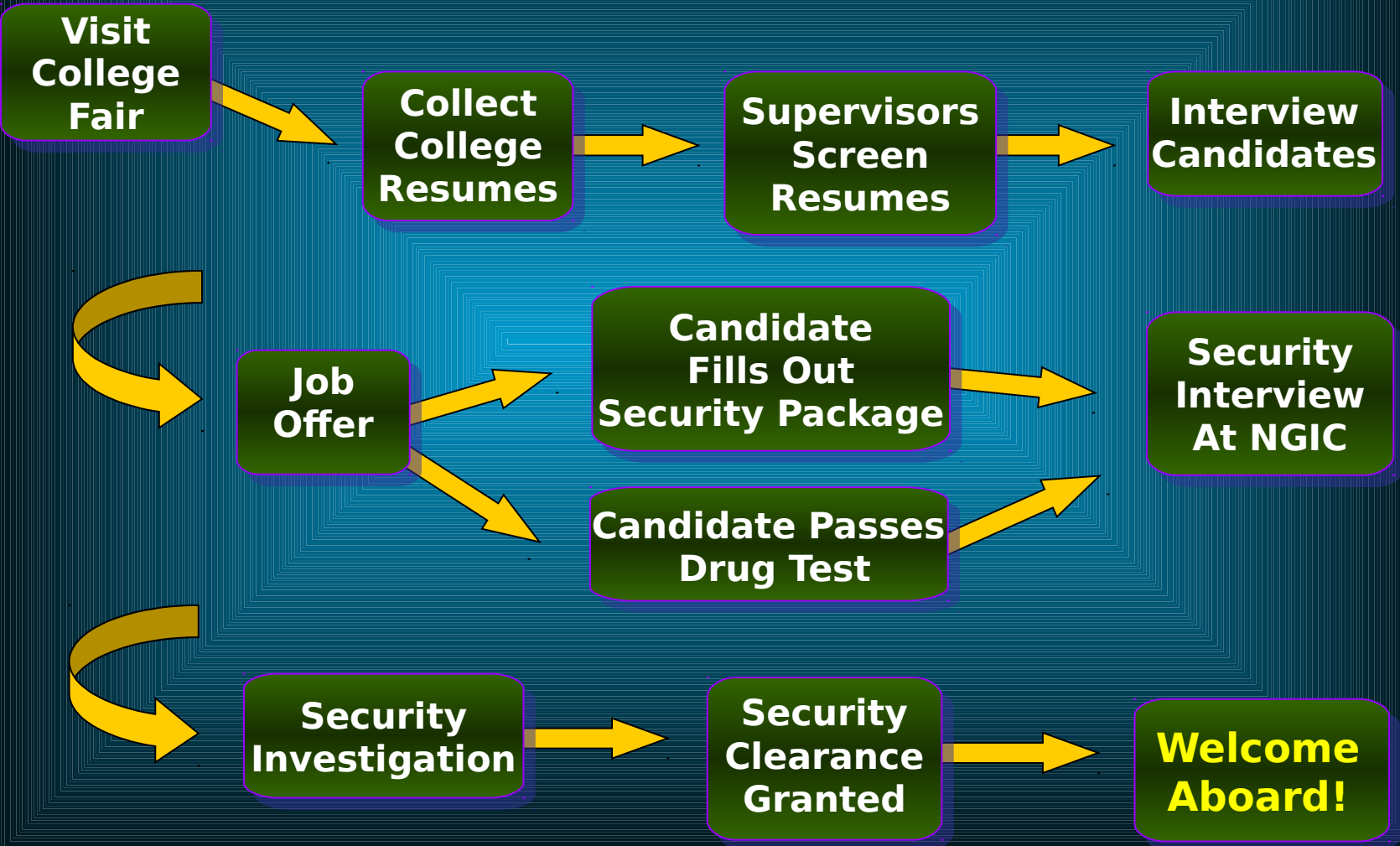


verages world class expertise at 1/3 nominal contract c

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NGIC College Recruitment Process





Recruitment Trips

- **FY01-02**
 - James Madison Univ. - 25 Sep
 - Old Dominion Univ. - 24 Oct
 - Central Maryland College Job Fair - 24 Jan
 - Challenge 2002 (12 Virginia colleges) - 19 Feb
 - VA Tech Arts & Sciences - 12-13 Mar
 - Natl. Society of Black Engineers - 27-30 Mar
- **FY02-03**
 - Atlanta University Center, Inc. - 20 Sep
 - James Madison Univ. - 24 Sep
 - Tuskegee Univ. - 26 Sep
 - Univ. of Virginia Eng School - 25-26 Sep
 - Virginia Tech - 24-27 Sep
 - College of William and Mary - 25 Sep
 - Univ. North Carolina at Greensboro - 26 Sep
 - North Carolina Central University - 2 Oct
 - North Carolina Career Consortium - 19-20 Nov. (9 private schools)



Security Considerations

- Nationality
- Medical History
- Police Record
- Financial Responsibility
- Organizational Affiliations
- Alcohol or Drug Abuse

**Bottom Line: Don't
Lie!**



Nationality

- You must be a US Citizen
- Do you have non-US relatives?
- Do you have relatives living outside the US?



Issue: Loyalty

Medical Conditions

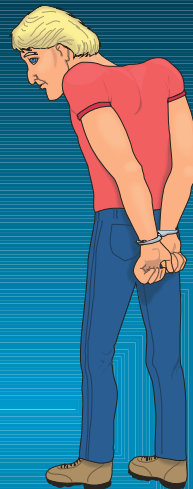
- Have you been treated for mental illness?
- Are you taking medications that can impair judgment?



Reliability

Police Record

- Have you been arrested or convicted of any felony?
- Have you been convicted of any other crime, other than minor traffic violations?

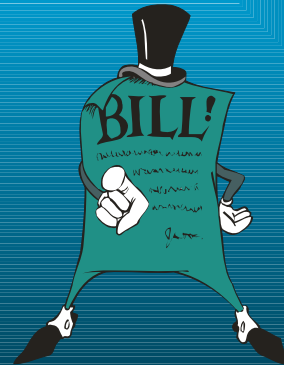
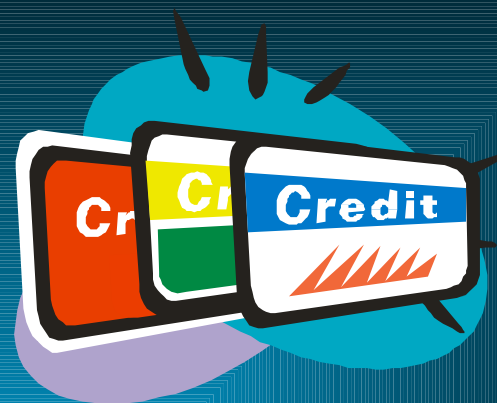


Integrity



Financial Responsibility

- Do you carry major credit card debt?
- Have you gambled excessively?
- Have you defaulted on any debts or loans?
- Have you ever declared bankruptcy?

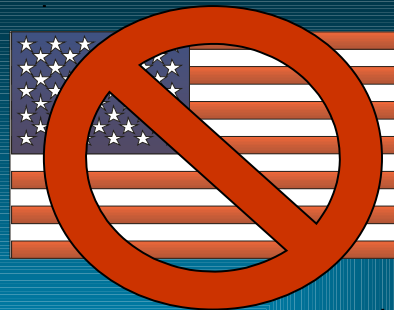


**Responsibility
Leverage for Espionage!**



Organizational Affiliations

- Have you belonged to an organization that advocates the violent overthrow of the United States?
- Are you affiliated with a terrorist group?



Al-Jihad
HIZBOLLAH



Loyalty



- Do you have a drinking problem?
- Have you illegally used amphetamines or other perscription drugs ?
- Have you used marijuana?
- Have you used “hard” drugs—cocaine, heroin...

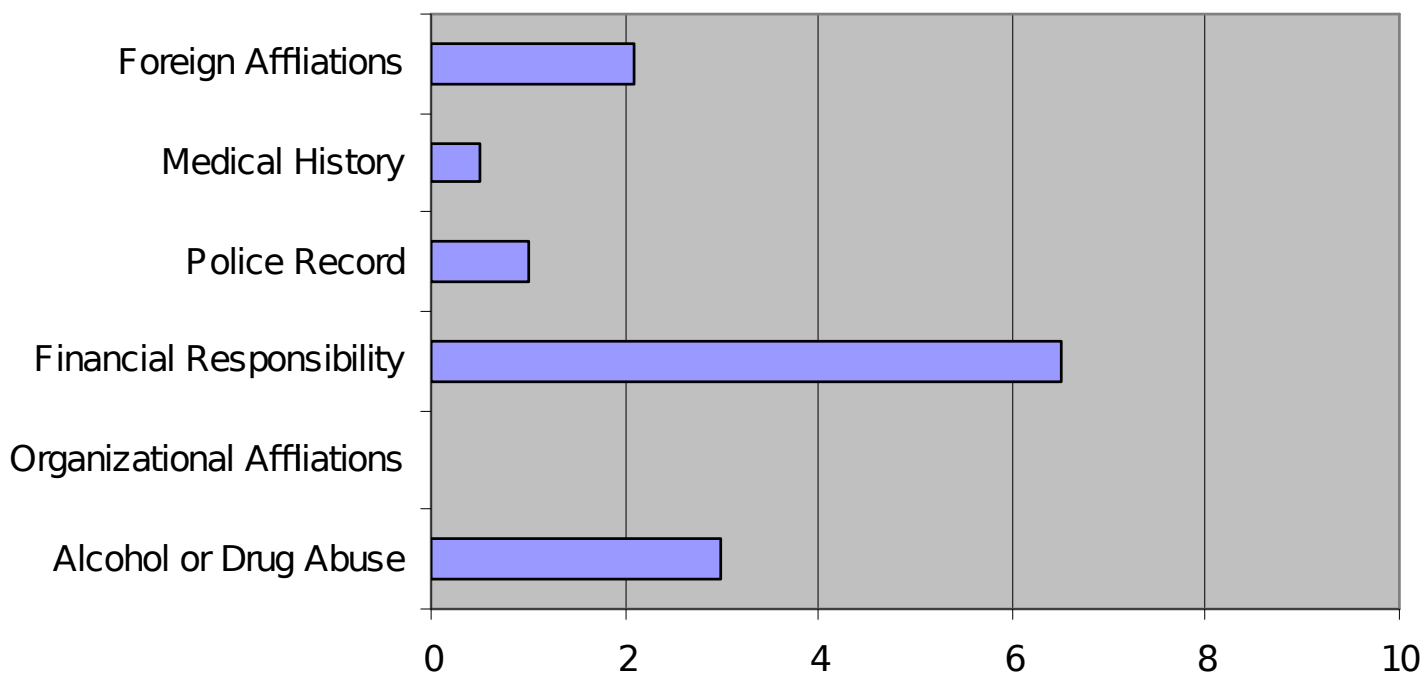


Responsibility, Integrity



Sample Evaluation

Evaluation Overview





Conclusions

- Recruiting for National Security positions is not easy!
 - Our personnel must be of the highest integrity and responsibility
- We offer challenging jobs that serve the nation
- We are eager to talk to qualified applicants

Personnel Officer: Maureen Finn
(434) 980-7540
OR-- www.wcpoc.army.mil



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